

**2013 CITY OF SAN JOSE – CEO NEGOTIATIONS
TENTATIVE AGREEMENT**


CITY PROPOSAL #8 – LEAVES OF ABSENCE

City Proposed Language:

- 13.6 Any employee who is absent without notification to his/her Department Director, or other designated authority, for two (2) consecutive work shifts, shall be considered a voluntary resignation, unless the failure to report is due to extenuating circumstances beyond the control of the employee. An employee will be considered to be absent without notification pursuant to this Section, if notification is not provided by the beginning of the commencement of the second consecutive shift.


**This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

FOR THE CITY:


 5-23-13

Alex Gurza Date
Deputy City Manager

FOR THE UNIONS:

 5/23/13

LaVerne Washington Date
President
CEO, AFSMCE Local 101

 5/23/13

Charles Allen Date
Business Agent
AFSCME, Local 101